

PLAINFIELD CORRECTIONAL COMPLEX
PLAINFIELD RE-ENTRY EDUCATIONAL FACILITY
COMMUNITY ADVISORY BOARD
JANUARY 31, 2007 - 2:00 P.M.

- Present: Wendy Knight, Superintendent, Plainfield Correctional Complex
Phil Slavens, Assistant Superintendent/Re-Entry
Mark Sevier, Assistant Superintendent/Operations
Dave Bonner, Assistant Superintendent/Administration
Mike Lloyd, Superintendent, Plainfield Re-Entry Educational Facility
John George, Assistant Superintendent, PREF
Judy Helms, Community Service Coordinator, PREF
Dalton Haney, Public Information Officer, PREF
Jo Mead-Rush, Plainfield Chamber of Commerce
Pat Spray, Assistant Superintendent of Curriculum and Instruction,
Plainfield Schools
Reverend James A. Myers, Living Christ Lutheran Church
Don Hawkins, Other Peoples Construction, Ind. – HOPE Team
Kim Boyd, Executive Director, the HOPE Team & Homeless Initiative
Program
Mary Longstreth, Community Worker for Community Reintegration
Choices
John Smith, PACE/OAR
Sean Dixon, Administrative Assistant, Plainfield Complex
Sandi Nelson, Administrative Assistant, Plainfield Complex
Stacey Dane-Selmier, Parole District 1 Supervisor
Ron Anderson, Southern Regional Director
Michele Keefer, Executive Assistant, PREF
Major Frank Kolacz, Hendricks County Sheriff's Department
Pastor John Caldwell, Kingsway Christian Church
- Absent: Debra Proctor, Manager, Indiana Regulatory & Public Affairs, Duke Energy
Police Chief Jeff Mitney
Pat Baldwin, Hendricks County Prosecutor
John Brandon, President, MCCOY
Geoffrey B. Davis, Deputy Prosecuting Attorney, Hendricks County
Kathy Linton, Editor, Hendricks County Flyer
Loren P. Delp, Deputy Prosecuting Attorney, Hendricks County
Dr. Donald R. Hudson, Senior Pastor, Mt. Olive Missionary Baptist Church
JeRome Edwards, Assistant Program Director, PACE/OAR
Randall Glenn, Program Director, PACE/OAR
Senator Connie Lawson
Reverend Robert Walters, United Methodist Church, Bloomington
Sergeant Jill Lees, Plainfield Police Department

Superintendent Mike Lloyd welcomed everyone and stated that if it was okay with everyone we would do a round of introductions. This is our second combined meeting of the Plainfield Correctional Facility, Reception Diagnostic Center, and the Plainfield Re-Entry Educational Facility Community Advisory Board and there are probably people who do not know each other. I will start with myself, my name is Mike Lloyd. I am the Superintendent of the Plainfield Re-Entry Educational Facility. I was a re-entry director for about a year and a half before I came on board here. I worked for Marion County for 9 years before that in the Community Corrections Program.

Wendy Knight, I am the Superintendent of the Plainfield Correctional Facility and the Reception Diagnostic Center.

Sandi Nelson, Administrative Assistant, Plainfield Correctional Facility.

Frank Kolacz, Jail Commander for Hendricks County

Jim Myers, Pastor, Living Christ Lutheran Church

Don Hawkins, Other People's Property

Stacey Dane-Selmier, Parole Supervisor for Plainfield and Columbus

Pat Spray, Plainfield Schools

Jo Mead-Rush, Plainfield Chamber of Commerce

Sean Dixon, Administrative Assistant, Plainfield

John Caldwell, Pastor, Kingsway Christian Church, Avon

Dave Bonner, Assistant Superintendent of Plainfield and RDC

Mark Sevier, Assistant Superintendent of Plainfield and RDC

Phil Slavens, Assistant Superintendent of Plainfield Complex

Judy Helms, Community Services Director, PREF

Dalton Haney, Public Information Officer, PREF

Michele Keefer, Executive Assistant, PREF

John George, Assistant Superintendent, PREF

Superintendent Mike Lloyd (Plainfield Re-Entry Educational Facility)

Mr. Lloyd welcomed everyone again. On our agenda, I had Wendy Knight doing the initial recap; but if it was alright, I will start. One of the things we want to introduce, we have what is called The PREF Propeller. This is a newsletter that we are going to put out weekly. What I am hoping, I would like to get the Advisory Board's e-mail addresses and we can send that to you weekly as well. We send it out to all DOC Staff. If we had a separate one that just said Advisory Board with e-mail, if Mr. Haney would pass that, this is a way the Advisory Board could be kept abreast of what is going on in our Facility. I have several up here, so feel free to take one. I don't have any resistance if you would be kind enough to give Mr. Haney, the guy in the blue shirt, young fellow, 23 years old, your e-mail address, we can start copying this for you. That way you can look at it if you want, open it up in Microsoft Word format. It will help you keep abreast of what is going on. We just celebrated our one year anniversary as the Plainfield Re-Entry Educational Facility, after many years as Boys School. Hi Mr. Smith and Mary Z. Would you like to introduce yourselves real quick so everyone will know

who you are? (*John Smith: I am John Smith, PACE/OAR.*) (*Mary Longstreth: I am Mary Z. Longstreth from Faith in Community Ministry, a program under Choices, Inc.*) We just celebrated our one year anniversary. Currently we have in the Facility 287 inmates, or residents as they are called. We just opened the two buildings next door for short-term individuals. Those are Marion County or surrounding counties offenders sentenced to the Department of Corrections, but has less than 180 days to do. Say for example the first 38 we got we had 10 of them that were being released next month. The purpose of that facility will be to release them in this area rather than transfer them to Branchville or Westville or another far off facility, then to have to make arrangements for them to drive all the way back or bus transfer all the way back. Those two buildings have been named. As you walk up, you will see it is one building with two sides. I consider it two buildings because there is something right down the middle with it that does not allow us to connect it. To go from one to another you have to leave the building to go to the other. The first one as you walk up on your left is called Daniels Hall. The second one is Donahue Hall. That was a name given by Mr. Rondel Anderson, who is not here and he probably knew I was going to say this so he is waiting to come in late. They are the short term units. We will have 142 of them. Currently we have 48. However, they are coming in rapidly. We had 10 yesterday and your staff is moving them over quickly. We are not going to do much for programming, just some release planning and handing them off to the community. I met with Mr. Williams today, Christamore House, in the hopes they can come in and do some quick hand off to the community type programming. We are still in negotiation for that. PACE/OAR, who Mr. Smith works for, has agreed to come in once a week doing some release programming. We have a DWFD staff, or Work Force One Staff, on grounds that will help do counseling as well. It opened just last week with a phone call. They said are you ready? I said yes. They asked if I could take 20 and I said yes.

I think the last time we met, I don't think anyone is aware that we had an Opportunity Fair. Don were you at the Fair? I believe you were. What we did was bring employers from the community into the Facility to get an overview of what we are doing on grounds so employers will know the soon to be released offenders skills and training that was given. We also had our first Toast Master Starter Party. All of you who aren't familiar with Toast Master, it is an organization that teaches you to speak in public. We have on grounds a charter which is just like any Charter on the outside. Our individuals pay dues through their Inmate Trust Fund Account. They have to go through the same training as the Toast Masters would be if you were at the YMCA, the local organization that would host it. We believe that we might be the first prison that has a charter, but we have yet to find that out. We have had several tours here including AIM, an Aftercare Indianapolis Network Mentoring Organization. They had a national conference here and they brought everyone here. I believe there were 28, Dalton does that sound right? We felt that went very well. Our gracious Commissioner contacted the Department of Corrections in Kentucky and they had several of their key commissioners and staff members for a tour. We are assuming it went well because I am still in employed. There is my boss, Rondel Anderson. North Carolina came up and

did a quick tour on the fifteenth as they were going throughout the Nation looking at Re-Entry processes. On the 22nd I had a full staff recall and we gave out some awards including a staff recognition award by the offenders and by staff. We gave them a spot bonus for that, which was a nice little chunk of change before the Christmas bills came in. Then just recently I had a full staff meeting two weeks ago. It is actually in the PREF Propeller, our newsletter, and I had a mandatory resident meeting and brought them all here and we just kind of reminded them that we had rules here. We laid out some expectations. We changed the smoking policy. When I first got here there was quite a bit of smoking on grounds. Although smoking is not a crime, it is a violation of our rules and procedures. We put in a zero tolerance process, hoping to stop the smoking. It did for a while. My zero tolerance program was if you get caught, you are out of here. I will find someone else who wants to be in Re-Entry. We started losing two or three a week. So I got in front of everyone and said you obviously didn't care about that, so now we are going to do some other discipline and take 60 days of your credit time. That got their attention. When you start telling me I am getting out later, I might not smoke. If you tell me I am going to move to the Farm and finish my time there, I will smoke. I believe we have moved two individuals since that for tobacco. One had several packs of cigarettes on him and another got some through our gate on a work detail, or tried to get some through our gate. We strip search everybody that comes in. It was more than the usual supply. We are in the process of fixing that. I got up and told them these were the new expectations. One of the other things that changed on January 1 was a new pay scale. I told them about the new pay scales. Currently, our residents are getting paid probably more than any other offender in the State. They are getting thirty cents an hour. You might think that thirty cents an hour isn't much, but to these guys, it is a lot of money. It is \$1.95 a day. The new pay scale has reduced that and if they quit or get fired from their job or programs, they get nothing. Before our guys could get thirty cents a day, get fired or quit from a School Program or a work program and they still got thirty cents a day. Now they get zero. Then there is a new sliding scale too. Dorm Details individuals might not be making as much as those in class trying better themselves. So at the full resident assembly, I went over that explained what the new pay procedure was going to be for the residents. I told them the Commissioner wouldn't like it if I didn't go to work every day or if I didn't perform at his expectations, he would fire me. Hopefully this will get them motivated to do the right things, go to work, go to school, and to make the effort to improve themselves.

Also we had a play here. I hope some of you were able to attend the play. Our residences wrote a Christmas Carole based on a Charles Dickens book. They wrote it with a prisoner plot. It was actually very well. They did a good job with it. It was about a forty-five minute play. They had costumes. Dalton taped it. We are hoping one day we can put it on the internet so people can see it. I brought my wife and step-daughter and they were pretty impressed with it as well. Everybody we sat around were impressed with it. They put a lot of time and effort in it. When I started here in August as Acting, they were working on that play in August. One of our guys got released

through a modification, two days before the play and he had a major part. We let him come in just for the play. I know Mr. Anderson I shouldn't say that with you here, but we made an exception. We searched him very carefully and we escorted him back out. Those are some of the events that we have had. We now have a new training process in place. We have a training committee. We are looking to train our staff to be more focused on the Facility needs, not just DOC needs. We have the Christian Theological Seminary are coming out here. They have some students that need some practicum work. They are in their last year of their graduate program. They are going to come out and supervise instructors to do therapy work for our residents at no cost as part of their last stage of their practicum. That is why I was confused, Mary Z, when you sent me that e-mail. I thought, wait a minute, I am already working with these guys. Now I have two things going on with them. That is really going to impact this facility because we believe a lot of our residents need real therapy as they are getting ready to be released. Not just a correctional officer who is called a counselor who is trying to do some case management. There is a big difference. We also have coming on grounds from Work One who is a second chance program that allows us to pass out work keys. Work Keys is a new direction that employers are taking that grades individuals on their skill level. Every one of our residents before they are released are now being graded out in work keys with a score that we can hand off to the community that shows what their skill levels are and is included in an application and resume that we helped them develop. You will see and hear more of Work Keys in the future because that is truly the direction the work force will be taking when it comes to skilled labor.

The last thing I wanted to mention is Mr. Haney, he did get a promotion by the way. The last time you were here, he was the Executive Assistant. Mr. Haney went to Central Office and a Legislator gave us tons of clothes, most of them suits. Matter of fact this is my nicest suit, and if you ever see me at important meetings, it is always this one. I have like ten on them, but this is the best one. Their worst one was better than this one. So, now we have four boxes that Mr. Haney has to go pick up tomorrow with more suits and sports jackets from the Legislator gave us. We are going to have some well dressed residents walking out.

Don Hawkins, Other Peoples Construction, Inc. – HOPE Team:

I have a bunch of clothes too. Mostly sweaters and shirts. I have two churches, the church I told I wanted stuff told another church, so they have a bunch of stuff for me to pick up Sunday.

Mr. Lloyd:

Don, we will take them because I am also allowing Wendy and her staff to come over and go through our clothes bank for their offenders being released because it is easier for us to manage than her. She will send her staff over about once a week. The more you give us, the better we are. Good. Just bring them by. I think you brought five or six bags about three weeks ago?

Don Hawkins:

No it has been a while. I have been bringing stuff. I want to state you guys put together a very impressive dinner that evening. There had to be 50 people there. (Mr. Lloyd: There was 50 people there). The response I got that evening, a lot of people were impressed with the whole thing that you had put together and the way you presented it. My question is, have we followed up on that at all?

Mr. Lloyd:

Actually, I appreciate you saying that. We have a meeting next week scheduled to map out our second Opportunity Fair. We are hoping it will be bigger. We sent out flyers to the local employers for feed back. and we will do it a little bit differently. We are thinking about having rooms set up with each specialized skill. It could be building trades, culinary arts, horticulture, with all their different skills. We will have box lunch. We can talk to them while they are eating their box lunch. Off they can go talking to the individuals who have been trained and the instructors who have trained them. They can do some one-on-one versus what we did last time with Culinary Arts fixing a nice meal and we all sat there and talked about the benefits.

Don Hawkins:

That is great. This guy from the Chamber of Commerce that I called you about, I was going to bring him today, but you didn't get back with me in time. I told him that you would probably put one of those dinners on every month or every other month so they can get their businesses in here. Because the more people that see what you are doing, like I said, I was really impressed with what you guys are doing that night. Like I said they are ready to go.

Mr. Lloyd:

We have the Plainfield Chamber of Commerce represented, but we need Marion County. We are going to get them at the table as well. Probably in our Employment Advisory Board as well, because we are wanting to start one up with employers.

Superintendent Wendy Knight (Plainfield Correctional Complex)

Good afternoon everybody. Just taking a moment to brag on my staff that are at Plainfield before moving to some of the things that we are trying to accomplish and have accomplished since our last meeting. The entire Plainfield Correctional Complex, through Hendricks Regional Hospital, received the Treat People Better Award at our facility this year for the Toys for Tots Program that we have done for nine years running. I am really, really proud of staff for that. That is a pretty big feat to do that. We get about 300 or so names that we get from the local schools to provide them for their Christmas gifts this year. So, all of our staff pitch in to do that. We also have donations from some of the local agencies have given us toys and some cash. Sandi Nelson, I am going to brag on her, because she spearheads that program. She has to keep track of all those names and make sure all the last minute presents are wrapped. It is hectic,

but it is a good hectic. It is a really neat program we have. We are very proud to accept that award because that means a lot to our staff, so that we can give back. We also do the Feed the Hungry Program. where we grow fresh vegetables and fruits on our facility grounds during the summer and donate all of that to the food banks. We donated about 10,000 pounds of food this year to the food banks. We also had the road crews and those types of things. But the Toys for Tots was a really neat thing. I am very proud of our staff and that just shows our commitment to the community too. I am bragging on staff for that. We also have George Shepherd who is one of our teachers who plays Santa Claus. If you got the Hendricks County Flyer, you saw his picture in the paper being Santa Claus and delivering toys to the kids. But he is an absolutely phenomenal teacher. He is very very committed to our Education Department. He recently received, I am not a Boy Scout, so maybe you will know what it is, I read it, but the silver beaver award which is basically when you have been volunteering for that agency for so long, they nominate you for that. He just received that this last month. That is a pretty high honor to get from them. That is another committed employee that we have. But if you saw that article, George looks just like Santa Claus. He starts growing his beard out in June, gets it dyed, gets it all done. He looks just like Santa Claus. It is really neat we have that going on.

I also have Chuck Orth, who is one of our Teachers, who just got nominated or inducted into the Teachers Hall of Fame, which is huge honor. He was nominated by a former student at Plainfield Correctional Complex. The goal is that you give back and that you have really learned, and they meant something and they were significant to you. That is a huge honor. He just got inducted into that in December. We are very proud of him. Mr. Orth also does the growing of the food and he helps the offenders do that and he also does all our landscaping. He is getting ready to team up with Mr. Lloyd with additional educational opportunities for the folks over here. Do you want to touch in there, or what? *(Mr. Lloyd: You can go ahead and do it.)* When the old Boys School shut down, we took on some of the teachers because there wasn't room etc., so we have teachers at Plainfield that really aren't as active as they could be. So Mr. Lloyd and I talked about how we can benefit both, 1. get them more back into the teaching instead of maybe just the generic GED, but actually vocational training because they are vocational teachers. We are getting ready to hook up programming over here so that we can actually bring vocational programs over here and actually give them another useable skill. It benefits everybody. That is a win-win situation for everybody. We probably have one of the best educational departments in the State for a correctional facility. I am very, very proud of our staff over there. I don't want to take away Mr. Slaven's thunder, so if I missed anything. We have that going on and actually our Director of Education, Harry Sykes, just received his PhD. He continually grows and learns, very motivated to his staff to continue to learn, reach out, what other things we can bring to the facility. He is really a wonderful human being and he is a great leader for our Educational Department.

Plainfield Correctional Facility in December 2006 started our PLUS Unit which is a Purposeful Living Unit Serves Program which is a Faith Based/Character Based housing unit for offenders who want to get a different track. You can either go with the Faith track or Character based track. The whole set up on that program is to do just that, you can't do dually, you have to do one or the other and then maybe you can go back and flip over. That is all done with volunteers. I am going to let Mr. Slavens talk a little bit more about that and kind of let us know what has been done since it opened, the fund raisers, and that type of things.

Mr. Phil Slavens (Assistant Superintendent Re-Entry)

During that program, you have to go to class, it is not just I want to live here because it is a nice place to be.. We have volunteers coming in from the outside. We have staff on board that are running classes for these guys all day every day. The dorm is remaining full. It is one of the cleanest dorms we have. The guys are there because they want to be there. The guys have to do community service in the Facility. This is their community. They do extra things for their community, not just in their dorm. They go out, when Spring gets here, they will be raking grass every day, I am almost certain of that. State funds are not used for programming of that housing unit. We have to raise money for that. We sold Dominos pizzas a few months ago. We sold hundreds of Dominos pizzas. We did well. We kept half for the PLUS Unit and half went to the Habitat for Humanity. We have another fund raiser coming up, we would have liked to have done it for the Super Bowl, but we didn't have time. Shortly after that we are going to sell yard bird . We are going to have chicken dinners for everybody. Anybody who wants to buy some, we got a great deal on it. You will get 4 pieces of chicken, cornbread, and baked beans. I think we will do better than we did with the pizzas. There again, half of that money will go to a local charity. I am not sure what one. (*Ms. Knight: are we using Kroger?*) Actually I think Church's came in with the low bid. They are about the same price but with two more pieces of chicken. We are going to do this quarterly to raise money. The guys are really revved up for this. It doesn't take much to make them have something special. They wanted some plants in the dorm. We let them have plants. It separates that dorm a little bit from the others. It doesn't take much. They really, really feel good about what they are doing for themselves. Along with that we could use some more volunteers for the PLUS Unit to teach some of the classes. I would also like to plea to the ministers in the crowd, I would like to have a guest speaker occasionally on Sundays. If you have any interns or people who want to get into the pulpit but don't get their often enough, give me a call. I would like to use them on Sunday morning or Saturday evening, I suppose, to bring the message. I will say a little bit about that Treating People Better Award. I got to go with Mr. Sevier and Ms. Nelson to the Colts Complex to the Awards Banquet, which was incredibly nice. I got to meet Tom Zupancic and Gary Brackett. To keep me humble, bringing in the trophy the next day, I shattered it. (*Superintendent Knight: I won't let him touch it. We got it fixed.*) I won't get within ten yards of it. It was an incredible evening with all of the people in that competition the people that we were up against, it was very humbling to

win that award against the people that were nominated. There were people doing things that were humbling.

Jo Mead-Rush, Plainfield Chamber of Commerce:

Gary Brackett made comments about the movie "Pay It Forward". That is what his whole speech was about. That would have been neat to have taped it and played it for the residents, because it is all about giving back. It was wonderful.

Phil Slavens:

This was presented by the Hendricks Regional Health, and those of you who don't know Dennis Dawes, he is one of the nicest men I have ever met. Basically they do exactly what they are doing, they are treating people better. We are very fortunate to have that hospital complex in our community.

James Myers, Pastor, Living Christ Lutheran Church:

What is what between faith based and character based? How many chose what?

Phil Slavens:

It is about sixty/thirty. (*Pastor Myers: sixty on which side?*) Faith based is Sixty. It is not just I want to be in it. There is an application process. They have to fill out the application, go through an interview process, they have to be approved. So, a knucklehead can't get in there. You have people who are serious about it getting in. It is really important to keep the quality up on that program. We don't want to be second to none. The time before last we were meeting, we were talking about sex offenders and it was up and running and going about as can be expected. There hasn't been anything we haven't anticipated. There were some concerns in the community originally about that.

Don Hawkins

What percentage are sex offenders now? (*Superintendent Knight: Well, we have about 950 and we are about 1500, so we are just about 65 to 70 percent.*) The PLUS Program, the people I see Sunday night has really got enthused about it. Because I meet with two of the Chaplains, I talk to them on a regular basis. They said they have pretty well got enough Faith Based volunteers, but they really need what you call Character Based Volunteers. They even tried to get me to come in and teach a Character class. Buddy, we need help when they need me to teach this class. We are going to try to put together an effort to come up with volunteers because a lot of the inmates there are really getting into it. I would like to thank Ms. Knight here for taking a chance with us on Christmas Eve. We went and begged her to let us have cookies and donuts and we kind of over done it. Sodas, so we basically tried to buy them off to get more. We went from 80 and 90; I think we had 157 that night. Very orderly, very neat, it couldn't have went any better. The last three weeks since then we have been in the 130's. So, cookies and cake work. It was a very pleasant evening. We definitely need

help with the PLUS Program. There are a lot of guys who are putting a lot of faith into it. They can see it working for them. You guys need to fill a lot of the classes.

Phil Slavens:

For whatever reason, our attendance at our Sunday service is going up to where we are really really close to needing a second service, or possibly a Saturday Service.

Superintendent Knight:

To piggyback on that real quick, on that when I talk to the Chaplains, we have weekly meetings on how things are going on in the Facility, a part of that program requires them to do community service. Obviously we cannot send them out into the community at our level because of the security level that we are at, but, what I challenged the Chaplains to do is to come up with contacts in the community. Because, to me community service is just that. We can rake grass, and we can do all that, but to me it is what can they give back to the communities. I think I talked to you guys about if there is anything we can do, stuffing envelopes, getting flyers ready, doing any of those things for your agencies, non-profit. I would really like for them to think about those folks on the outside and what they are doing to help benefit those on the outside. If you have anything like that that could work our way that we could do on the inside of our Facility, I really encourage you to let me know or let Mr. Slavens know. To me that is what the Community Service is all about. It is really thinking about who you can help outside your own little areas. If you think of that, please let us know because that is kind of what we are geared towards too. We will get creative and we will come up with creative ways to help get their community service hours down. I really would like it to be meaningful. Instead I have to get the 240 hours done and all I am doing is rake grass. If you think of anything, let us know. One other thing about our staff, we have some folks that are serving overseas in the military and again our staff was so generous in a lot of ways. We all collected donations, money, food, and got huge packages ready for our guys and gals in the military. All the money we had over we sent to the families for their kids at Christmas. We really had staff step up to the plate on that one. We really really have great staff where we are at.

On the benefit of the PLUS Unit, just a real quick note on the donations. What came out of our donations to Habitat for Humanity is that when we talked to the Director and he came out and we gave him a check, we asked if there is anything else we can do for them because we all believe in them. It is a really great program. Mike's group is getting ready to do the framing. (*Superintendent Mike Lloyd: We are in the process of negotiating with Marion County.*) For Hendricks County, we asked the Director if there was anything we can do for you in-house. With our CAD Program, drafting, we are now going to draw their blue prints for them. Not only did we benefit them by giving them money to help them do it, but what else can we do? So we have that connection going because it is another learning skill for the offenders for them to do. They can draft them out. That was a really neat connection. We are really thrilled about that one. That was

just another benefit of the PLUS Unit and doing a fund raiser. We have another one scheduled in February.

Wade Kent, another staff member. Pen Warehouse, he runs the big warehouse that you see out there, that big huge building that runs the commissary and other things for the State. He also got an award from the National Corrections Industries Association which is a national recognition for his job performance and his willingness to help and all the jobs he tries to create for the offenders. We employ those offenders through Pen Products and they are actually receiving regular wages. That is the pay and wages on the outside. They pay taxes and all that just like we do. So we have increased our number of offenders who are actually getting those types of jobs that they can actually step out and do those types of jobs they can do in the community. He got recognized for being innovative and having a really neat warehouse situation going on. Again that is a plus for us and the offenders. We are getting ready to set up a donation box in our Lobby for clothing because we run short. We kill these guys with the amount of releases we have. We got the ideas from another facility, and they were doing that. We wanted to make sure we were able to do that. If families want to come in and donate clothes, and we let them send in clothes for release if we know ahead of time if families can do that. But we are also going to have a donation box out front so visitors can donate. I don't know how successful that is going to be. That is quite successful at Westville. We will scan and shake them down. We are always looking for donations to send these folks out with decent clothes. Don you were talking about your donations, and if we can get those through Mike too, but we are letting visitors know that they can do that as well. Offenders are now assigned to clean up Moon Road, so we always have offenders patrolling out there. We are always got offenders patrolling out there, so we are always keeping our area from 40 to 600 South. We have crews out there patrolling and keeping that up. We will do our adopt a county road instead of adopt a highway.

We are getting ready to go into our second phase of Inmate to Workmate Program, which is a Kitchen Program, Culinary Arts Program. These guys have it over here where you have the Deli. That is our goal that we get our offenders to the second phase so they can also get the Deli going. It teaches them a marketable skill and they are certified when they leave. We are getting them rolling on that. We just started the first phase in January, so we are hoping by the end of Spring we will have it rolling. This is a separate Deli. We have an Officer Dining Hall that isn't used any more. Most folks just eat at their post. But the flip side of that is that staff now can go and eat that food too. We may get some more business from staff as far as you know everybody likes fresh food. They are going nachos, and you have a lot of neat foods over here. Again it teaches the offender all the skills he needs to walk out to any restaurant, motel, whatever, and walk into with all the certifications he needs. We are getting ready to start that program up.

The last thing that I had I talked to staff to get a little more creative as far as the types of programs that we offer at PCF/IYC and what we can do to get the offender population more engaged. I had our Recreation Staff do a survey over the holidays, especially with the change over in the population. Because with the sex offender population there, what they would like to do or not do, is probably a lot different than the general population what their interests are. We didn't know and we wanted to find out, so we had a survey in what kind of programs would you be interested in. I have been talking to the Rec Staff about, they really wanted to get an Arts Program going and a music program going and a theater and talent show type thing going. We have a really big interest in that. Again I challenged our Chaplains to try to get with the community. I will challenge you guys, or if you have any input for me. Obviously band instruments aren't cheap. We are looking for donations or discount places, or anybody you can direct us to. We have some equipment, but obviously to the extent, my goal is that we have band competitions and there is so many varieties of music, so not every instrument is going to work. Also, we have some phenomenal artists over there that are doing murals throughout our facility. This one individual I asked him how long he was going to be here, selfishly I am saying please Lord at least a couple of years. He said I am with you for seven years Ms. Knight. I can have the whole facility taken care of. We really have some outstanding artists that do a good job. They painted our PLUS Unit. They gave us some inspirational drawings for our PLUS Unit to put up. We are decorating our facility a little bit different, but we are also giving them engaged in this to take on a little bit of ownership. Again we are looking for teachers. Anybody who knows anybody who wants to instruct, come in and do volunteer instructing for the music and art programs, we would like to hear from you. Those are some of the things we are starting at the Plainfield Correctional Complex. I just received this e-mail today from Mr. Hawkins which is one of our PIO's which is our public information that Commissioner Donahue is creating an Community Outreach Events Calendar and would like to know if any of you or anybody you know, Rotary, Lions, Chamber of Commerce, for him to come and speak to you. If you have any interest in Commissioner Donahue coming and talking to you and your agency and organization, then if you want to let me or Mr. Lloyd know then we will then let Mr. Evans know there is some interest. Commissioner Donahue will try to make that happen. I wanted to make sure I passed that along as I just printed that before I came over. That is kind of what is going on at Plainfield. Mr. Bonner or Mr. Sevier is there anything happening, or anything I have forgot?

Mr. Lloyd:

We do have a new slogan for the year 2007. I don't know if you have ever been on the DOC website or if you have seen any of the billboards or the posters the Commissioner has throughout the facilities. It used to be "Improve It and Do It." Now it is "Measure Up and Follow Up." You will see more of those as well. We were at a Superintendent's Conference, when was that? November? Right before Thanksgiving, I believe. We all had to write something down and put it in the box. I have a feeling Commissioner wrote down Measure Up and Follow Up. (*Superintendent Knight: The one I liked was "We do it better than Canada."*) Wendy was talking about the plays; we have on our web site

some pictures of the individuals in the play. If you get a chance, go to the web site and it is in past events. Dalton is running my web site now. Like I said, it was a very good play; you talk about an uproar when that guy came out dressed as a woman in the play. We had all kinds of fun with that. If you get a chance to go to the web site, please do that. Anybody have any questions or we will open it up for the good of the cause.

Patrick Spray, Assistant Superintendent of Curriculum and Instruction, Plainfield Schools:

The new buildings, Donahue and Daniels, are they the short terms with the new fence around them? *(Superintendent Lloyd: Yes, we installed the fence. We are separating those from our current population. Our mission is different here Pat, then it is for the short terms. We still have to work to keep them from being rearrested, and we will at some level, but not at the extent that we are doing here. We are doing everything. We are doing programming, feeding, staffing, it is just different It is a facility within a facility.)* I just noticed the new fence.

Don Hawkins:

None of your guys are going to be put in there when they get under the 180 days.

Superintendent Lloyd:

No. Actually most of my guys as they get closer to 180 days end up going to CTP which is Community Transition Program or Work Release. Just about every individual in this facility qualifies for Work Release. We hope we have taught them a job skill and put them to work in the community in a Work Release Program so they can save some money at the current rate with their job skills. I failed to mention that we worked with the Chamber of Commerce here in Plainfield. We hung all the Christmas lights throughout the city and then we took them all down.

Jo Mead-Rush:

There is going to be a lot more lights when they get Quaker Boulevard done. Also they are going to be doing a lot of planting there. I don't know if you would want to call them and offer your assistance. *(Superintendent Lloyd: Cap is going to come and meet with me Friday and I have a feeling he is going to hook me up with more work in there. I had told him we would help pick up the main drag and we would keep that area clean and we would do what we can to make that look good for you guys.)* I think that would be great. When you talk about drafting and all of that, possibly you can do some landscape drafting. You could do some design, it would have to be approved by the Town Council. You could put a plaque in there saying it was done by and then it is not only the physical labor, you are letting them design. In the spring and summer we have a Farmer's Market, I don't know if you are aware of that. In front of the Chamber Office. You know where the Chamber is. They have that and they have local farmers bring their goods or wares and sell it there. It is getting pretty popular. That is possibly food for thought for one of you, I mean if you grow all the tons and tons of food to take them there and sell them and take the money and put it in a kitty for something.

(Superintendent Lloyd: My boss said that was not possible even for the PLUS Unit. It all goes to the Fish Program—Feed the Hungry Program. Maybe we could help you clean up. After the Farmer's Market is over, if you need some guys to come down and clean that up, I would imagine there would be some debris lying around. We would be willing to help you with that.) There is just a lot going on now. They want to make that Quaker Boulevard; we have talked about that for three or four years. It was a combination of the State and then the County, and it was kind of crazy. They do know it needs to be some nice landscaping as that is basically the entrance into the Plainfield area. I know they are thinking of trees, some electrical in the median there to light things up. There will be Christmas lights purchased for that area as well.

Judy Helms, Community Service Coordinator, PREF

What area are you talking about? Where is the Quaker Boulevard?

Jo Mead-Rush:

The new 267 that is under construction is Quaker Boulevard. Between 40 and I70 there will be a median there and there will be plantings there and lights at Christmas. If you talk to Kent, bring that up and see about this.

Superintendent Lloyd:

Are they going to have the median adopted by certain organizations or groups, because we might be willing to do that? We could compete against Plainfield Correctional Facility because I know my guys are better than hers.

Superintendent Knight:

You won't get the design without us so you might want to be careful about that.

Jo Mead-Rush:

You might want to talk to Kent about this when you meet with him. Because, there is a lot going on and he is not only the Executive Director of the Chamber, but he is on the Town Council as well. It is double thing there. *(Superintendent Knight: Mr. Orth would be perfect for this. He is just out of this world. He is phenomenal. To me that is an excellent opportunity to give back to the community. Excellent opportunity for us. We would be glad to help you with that. Given the scope, please let us know and we will do it.)* Well, you could even maybe talk to someone at Metropolis. I don't know if anyone of you frequented at Christmas Holidays, it was unbelievable. The Santa Shops, the lights, and they have changed the lights now and other things. That is really highly landscaped and done nicely. The Aquatic Center. I see a lot over their still in terms of the grasses and their grass being blown around everywhere. I think there is a lot there. *(Superintendent Lloyd: I saw Judy over their writing something down, and that is good. She helps coordinate that).*

Pat Spray:

With the Town leasing the 50 some odd acres, It is all still in the works I think, at the bottom for soccer fields and that kind of stuff, is that something? *(Superintendent Lloyd: Pat I will be honest with you, I did not bring it up because the Commissioner has not signed off on it, and until the Commissioner signs off on it, it hasn't happened). The plan is that we are going to donate through a lease for little or no cost, to the Town of Plainfield all this area down here for football, soccer, baseball fields, parking, etc. and they are going to fix our retaining wall, you might have noticed on your right, our retaining wall is collapsing. That will be big. Some of the parking will be up to 900 vehicles. Since it is still in the planning stage.)* Is that something you could provide maintenance for?

(Superintendent Lloyd: We offered to do that and it is still in the negotiation stage. If it means us cut grass and maintain that, we would have to work out something with schedules for the different events. It is on the table. We take care of it now. When you drive down the street you will see our residents out there with lawn mowers, weed eaters, and blowers. We take care of it now. I am sure it will be a win/win situation.)

Jo Mead-Rush:

That would be a wonderful thing. I would like for you to talk to Kent McVale about having the Commissioner come to our meeting. That is a wonderful give back. If you have been over to the park where they play football now, the Little League, and things, it is an absolute mess. *(Superintendent Lloyd: I heard that when the switching of games is just terrible because people are leaving while people are coming in.) (Pat Spray: It looks like it has been raining and they are cutting off in the grass parking.)* How nice, what I am saying is I can vision all the people who go over to take their kids, the grandparents, the parents, the aunts and uncles to be able to pull in some place and have nice parking and have nice facilities. I think that is the PR you could offer Plainfield, Indiana. What is it going to take to get him to sign off? *(Mr. Anderson: I think it will be resolved soon. The lawyers are doing their lawyer thing with it. I think it is past the hurdle). (Superintendent Lloyd: There were some issues with IDEM. IDEM had to do something. The lawyers have to make sure everything falls in place. Public Works was involved too. He is in favor of it. I can assure you the Commissioner likes this and is a big fan of it. Before he signs it he will make sure the l's are dotted and the t's are crossed.)*

Mike Lloyd:

Mr. Anderson would you please introduce yourself. I was just informed that no one knows who you are. I just assumed everyone knows Mr. Anderson because he is my boss and he oversees the Southern Region of the State's DOC.

Judy Helms:

I just think it is important for the rest of the members to know who you are.

Ron Anderson, Southern Regional Director:

Well thank you. I try to make most of these, I can't make them all. I apologize for being late. I came from Madison to here. I had to chair one for the Superintendent because they get upset when I don't do that. I am really am pleased the way the two superintendents here are measuring up and following up when it comes to our vision. They are doing a very good job, an awesome job of trying to reintegrate offenders and give them the skills they need. That is awesome. That is what it is all about. With your help it can't be anything but better. Even if it is the smallest things such as bring out clothes up to temporary housing that we are working on. We have a lot of challenges still to go. I think that our biggest challenge will be the sex offenders population at Plainfield now. Please help us with that. Their challenge is where they go. They are not a disruptive population. There problems are it is very limited to where they can go once they do their time. We will probably need all the assistance we can get. We need eyes and ears that they have done well and maybe that will help in regards to placement in the county they will be sent back to.

Mike Lloyd:

Just like Mr. Anderson said, they are coming back. They will be released to the community. We need a structured release planning that can hand off to the community. If we don't we will have sex offenders sleeping under viaducts with no place to go and that puts our community more at risk. We need to have more involvement from the community.

Don Hawkins:

Along those lines, as Judy knows I come over here a couple of times a week and talk to people and to Ms. Knights place. I am constantly hearing how these guys are aware of the kind of work you guys are doing and what you are doing. They know you are trying to get all these programs implemented. They know you have only been in business a year, for all practical purposes and it is taking time. They know what you are trying to do, but they also know that you are not really getting the help. There is only one Judy Helms here. She can only do so much. And so that is why she needs to keep on us to get things because she is definitely on the right track. She is loved to death over there. Well, loved, I don't know about the death part. She can only do so much. The more volunteers that we collectively can bring you, the better the job that you can do.

(Superintendent Lloyd: especially as our population grows, because like you said, we have only been here a year. Without ever having a facility to use as a model, we have made mistakes. Our intentions are great. We have tried to do the right thing. I am sure the inmates or residents are aware.)

Pat Spray:

What is your top end as far as population? *(Superintendent Lloyd: It can fluctuate. We are looking at about the 440 range for this Facility. The reason I am saying that can change is because I am working with my Physical Plant Director because I have an old cottage over here, Cottage 10, old Social Service Building, as soon as I get done*

changing what I need to change with the houses on the hill and this building, I am going to send him in there and start him working on that. But that is two years down the road. That is my long term plan. Bob Gipson wants to take dynamite in there and blow it up.)

Mary Longstreth, Community Worker for Community Reintegration Choices:

I very much appreciate the fact you are working together and giving us the opportunity as a community to hear the overall picture of what you are working on and trying to make things better and working together. As a person who is interested in finding volunteers and the resources you are asking for, the question comes to my mind is which place do I direct the volunteers? (*Superintendent Knight: my place.*) Is there any way you can help distinguish which place to send, here at PREF I am a little more familiar because I have been to several meetings, you know, so I know those persons are more on the verge of preparing to go out and we want them to be as prepared as possible for not coming back. When the people are released at Plainfield Facility, I am sure your needs are just as great there, maybe greater, I don't know. You may have some different population definitions, but you know I have really bounced this kind of back and forth. Not that I have hoards of volunteers that just say, come on just tell me a place to go. But it is a thinking through process on using linkages with community people and resources that I am trying to think of. Is there a way to distinguish oh yes, this one should probably best go there; this one should probably go there. Is there? (*Superintendent Knight: From my prospective I think again, our missions are different in the sense of what Mike is doing versus what Plainfield is doing. They are out in the community in the concept what they are doing. Our guys obviously don't have outside clearance. They are not going to be out in the community doing what Mike's guys are doing. If it was simply an issue that you have someone interested in doing this and would it fit in. The things I am looking at doing at Plainfield, even if it is just a speaker to come in and do a craft with the PLUS Unit, or hooking up with the Chaplain in the religious realm, or just a motivational speaker to speak to the Population, you know those types of things. If we can get more programming in, that is phenomenal. Again our biggest issue³ at Plainfield Correctional Facility is housing. We are having a meeting after this meeting with Don. We have some things going. The issues for our guys, at least the sex offenders, are where we are going to put these guys when they are going, when they get ready to go.)*

Superintendent Lloyd:

I think that is where you help is needed as far as screening the volunteers to help out because our mission is different than Wendy's. Hopefully you can see their need and desire to volunteer meets my needs versus Wendy's or vice versa. It is a different world when you walk in to Plainfield Correctional Facility versus the Plainfield Re-Entry Educational Facility. That person needs to be trained. If they are comfortable over there, we welcome that. If they are more comfortable here, they are welcome here. They might not feel comfortable with either facility. We are okay with this

Mary Longstreth:

Maybe that is the way to do it. Just give them the options, similarities, differences.
(*Superintendent Knight: Just say come on out, we will give you a tour, kind of show you what we are doing and what we are all about. Certainly with the Rec Programs we are trying to start up with the music and art and those types of things. That is a Program need not a release need.*)

Ron Anderson:

You can work this out with the two Community Coordinators. Have them sit down with you talking about the different needs of the facilities.

Mary Longstreth:

If we give them the options so they will find the more comfortable place, if I have a handout material or something that would be very helpful and I will get more covered.

Superintendent Knight:

And we made an offer, I think Mike did, I don't want to speak for anyone but I am sure he will, we will be happy to come and speak to any group, if you have a meeting that you want us to come, we will be happy to do that to talk to them to give them a better feel and answer questions directly.. We are willing to do whatever we can to foster those relationships.

Superintendent Lloyd:

I have been to Choices and talked before. Don volunteered me to talk to some of his organizations and volunteers. Absolutely I will come and spread the word. You guys are absolutely right. We need a single page simple hand out that we can give to people so when they walk away they have something they can use and a contact person they can get a hold of so they can volunteer in the future.

Don Hawkins:

There is a volunteer sheet on the web site, but I don't think it really tells the difference.
(*Superintendent Lloyd: We need to have a volunteer sheet for PREF, Dalton.*)
(*Superintendent Knight: We will get one for PCF.*)

Jo Mead-Rush:

I think you have such a huge uphill battle with the sex offenders. I mean with, it is just awful, on TV with the media, if they cannot be rehabilitate, and if they can, then somebody needs to get the word out somehow of the different types. Because, personally myself, I would have a hard time with that situation placing them and if a child got hurt, I would blame myself for the rest of my life. I think that is your biggest battle that you are facing. (*Superintendent Knight: I don't know if we will ever get over that hurdle just because public sentiment is so strong. But the bottom line is we still have to try. I think I talked to you with your guys group in Plainfield, but you know I don't think there is anybody that will tell you we are going to cure anybody. I think what*)

they are going to tell you is that we are offering programming through the SOMM Program to give them the mandatory treatment they have to go through in order to even get out of prison, depending on the severity, all the information that goes into that to decide how many hours they have to do. All we can do is make them take it. We can't make them change. Nobody can do that. But the reality is just like we are saying; they are going to come back. At least we know about these guys. It is the ones you don't know about that you really need to be concerned. Your neighbors, the stats are one in three women and one in six men are sexually abused in their lifetimes. That is a lot of offenders that we don't know a thing about. Maybe that is some of the things you need to highlight. A positive from your end that the next door neighbor could be that kind of person also. (Superintendent Knight: I don't want to panic everybody either. Everyone will be turning in their neighbor.) I understand what you are saying, but fact is fact and I think people want to deal with facts than they do anything else. Maybe the job for Volunteers should be to try to move forward with the bracelets or trying to push forward for something for these people when they do get out. There has to be another answer. You can't keep them locked up forever. Yet there still needs to be accountability out there. The neighbor out there who has always been a good law-abiding citizen and has a family and children that they don't have to live like that either. I think it needs to be tackled, maybe in a different direction. (Mr. Anderson: Maybe one of the things first is education. Another is having Kyle Shore from SOMM or someone from Liberty explain the sex offender program and then they can understand how they are coping before they are release.)

John Smith, PACE/OAR:

We talk about volunteerism and individuals coming inside the prison to help those currently incarcerated. I would like to see us expand on the role of the volunteer once they go back to the community as it relates to spreading some type of positive word so that these men and women can find places to live and find jobs. The common misconception is that so many that are getting out no one is helping them that means there will be more crime. The fact is, like Mr. Lloyd said. They are coming out and if we can't obtain housing for them and we can't obtain employment for them, and then what is going to kick in is that need to survive and that means that many times they will do whatever they feel like they have to do. I think even though we are volunteering on the inside, I think it is just as important, equally as important, if we spread some type of message to educate the public as to the need of these persons that are coming out. One thing is certain; they are human beings just like we are. Many times their needs, most of the times their needs are greater than ours, but there are not so many people that are advocating that second chance once they are out of prison. That is a tremendous fight. As far as sex offenders go, you are right; we deal with them every day. I have got to tell you getting housing for them is difficult, but here is a new twist, getting housing for any ex-offender is difficult. No more have I seen this than in my recent experiences and I am somewhat amazed at what is happening in our communities. The Commissioner was talking about a culture change or a culture shift in DOC. We need a culture shift out in the community in order for these people to be able

to go back and get a fair chance at a new life and be successful at it. *(Superintendent Lloyd: Just to give you some stats, not to interrupt you, we had 16,500 releases last year. At 365 days a year last year, if we released somebody every day, and we didn't we only released them on week days, that is 47 individuals being released every day from prison and released to the streets. If we don't do something about that, our current recidivism rate, which is a soft number, means 17 of those come back each day. If you think about those numbers you have 47 walking out every day, 17 are guaranteed to come back in three years. That is State wide.*

Kim Boyd, Executive Director, the HOPE Team & Homeless Initiative Program:

You know what is more such tragedy to this is what he pointed out when you talk about the agencies and organizations that can help this populace; they are restricted, because if they service families and children are included, they cannot let them walk through their doors. Even the services they can give, but I agree with the educational aspect.

Mary Longstreth:

Do we know the resources that are like all persons who have successfully reintegrated into the community life, whatever their offense, particularly if they are sexual offenders perhaps; persons who have reintegrated who will also to tell their story, we need to tell the stories of the successes that do happen. We hear when it doesn't happen because the media covers that. Where is the media or the resources or those out in the community, or for anybody, on the education on what works. You have to have a balance otherwise only the negative gets told. *(Superintendent Lloyd: That is the only thing on the front page of the paper).* There is something that shows successes otherwise it is bad news all the time and that is not the truth, not the whole truth. Maybe that is something a small group could do some thinking about if we don't know of readily available resources that are recent enough that they don't look outdated. Yet they are with people who have been out long enough who are in business, teaching, parenting, or whatever. *(Superintendent Knight: I just told Dalton to remind me to talk about that. We should have the guys who are successful, what they did to be successful, and the barriers that they ran into so that people know this is what is keeping us from being successful.)* One of those, the one side is let the offenders know that, but the other side is the community. We need to educate the community. We do need a shift of attitude down there. For years we have been so ingrained in building up the fear factor. So how is it with the need, the success, and how can we continue to help as a community? Individually or as groups, working on the outside, coming inside the prison, and volunteering there.

Judy Helms:

Mary that is part of this. we feed you the information then it is your responsibility to go out there and educate as well. Not just us. We educate you telling you what is happening here and in return you go out there.

Kim Boyd:

Two years ago I did approach a reporter. This reporter shall remain nameless, but with a very popular station here, quite frankly told me it wasn't news worthy enough, the shock factor.

Phil Slavens:

As the PIO officer, I face that every day, but I am on the phone three or four times a week telling the good stuff. I get reporters out and you have to build a relationship so they will come out to see the good stuff. That way if we have some bad stuff happen, you have a good relationship. We have some pretty good ones in this county. I work at this every day. They are selling papers. Bad stuff sells. Some are better than others. Russ McQuade is great. You can't tell them what to write. You make the information available.

Jim Smith:

A lot of the ex-offenders don't want to share. Many of them don't want anyone to know. Whether it be shame, embarrassment, or whether they feel it is no one else's business. That is another of those missing pieces to try to educate the community.

Don Hawkins:

When I got out five or six years ago Dan Berlin was dragging me to church with him and doing all this stuff. He used to set me on fire when he introduced me as an ex-offender. To the point he wouldn't do it any more because a couple of boots in the butt and he quit doing it. It wasn't something I was ashamed of, it wasn't anyone's business. Then all of a sudden I got involved, except for this lady here. I started with Charlie and Joyce that Dan Berlin introduced me to asked me to go to Prison Ministries over at Ms. Knight's place, and I have been going over there for a year. I started opening up. I told Charlie and Joyce don't ask me to say anything, because I am not talking. The first thing, Charlie introduced as Don Hawkins, he is our new guy and is going to tell you what happened to him. I told my story and for some reason the guys appreciated it. Somebody is there to put back or whatever. It took probably the spirit kicking me in the rear telling me to get up and say what I am here for. I know a lot of guys who are in and they are not going to help. They are embarrassed and they are not going to help. We somehow collectively need to get over that. I am proud as can be of what I am doing now. If Kim hadn't asked me to come out here to cover for her one day and Mike asked me to serve. People that know me can't even believe I am here. They know my version of helping people before was giving them money and telling them to leave me alone. They want to know what happened to this guy. I look at this this is our problem to work this formula out to get these people back on the street. These people are coming out 47 a day whatever and they have a big job to do what they do, but it is our job to collectively help them and get this worked out so these people can come out so their head can be high for sex offenders. Kim runs into it daily at her job. I do when I try to get them places to live. I tried to get a guy a place to live and he got turned down because there was a little park in the apartment complex. That is the excuse they used.

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The guy did his research; there wasn't a park or school within 1,000 feet or whatever it was. He got turned down They used the park in the apartment complex. He wasn't a bad predator. This group has to work out a formula on getting these people a job and a place to stay and if they don't they will be one of the 17 returning.

Mike Lloyd:

I appreciate all you do. Not to cut the meeting short, but we are going to try to stay on time, we have been going for an hour and a half. It is now 3:30 p.m. Does anyone have anything? Wendy had to leave. She was called out to a conference call. She told me to tell everyone she apologized she didn't get to tell everyone good bye. She is in my office making a conference call. Anything else? Thank you all very much and I appreciate all you do.